MUNICIPAL AND COMMUNITY AFFAIRS

OVERVIEW

MISSION

The Minister and the Department are responsible for the development and maintenance of community governments, responsive and responsible to the residents, with sufficient legal authority and resources to carry out community responsibilities, to provide their public programs and services essential to good community life and to deal effectively with other governments and organizations.

GOALS

1. Increase community government authority and responsibilities through policy, legislation and funding arrangements.
2. Enhance knowledge, skills and abilities of community staff, officials and other partners to better manage community affairs.
3. Contribute to the development of effective, accountable and democratic community governance structures, including self-government arrangements.
4. Support communities in their efforts to provide a safe, healthy and vibrant environment for residents.

PROPOSED BUDGET

Compensation & Benefits	$ 11,975,000
Grants & Contributions	$ 64,658,000
Other O&M	$ 7,384,000
Amortization	$ 2,212,000
Infrastructure Investment	$28,090,000

PROPOSED POSITIONS

Headquarters (HQ)	63 positions
Regional/Other Communities	49 positions

KEY ACTIVITIES

- *Corporate Management and Services*
- *Community Operations*
- *School of Community Government*
- *Lands Administration*
- *Sport, Recreation, and Youth*
- *Regional Operations*

STRATEGIC ACTIONS

The Department will take the following actions in support of the government's strategic initiatives:

- Encourage Healthy Choices and Address Addictions (Building Our Future)
- Enhance Support for the Voluntary Sector (Building Our Future)
- Expand Programming for Children and Youth (Building Our Future)
- Increase Safety and Security (Building Our Future)
- Protect Territorial Water (Managing This Land)
- Continuing to Develop Governance (Managing This Land)
- Maximize Benefits from Resource Development (Maximizing Opportunities)
- Promote the NWT as a Place to Visit and Live (Maximizing Opportunities)

EMERGING ISSUES

Roles and responsibilities of community governments are changing

The complexity of community infrastructure development and maintenance has increased with new regulatory requirements, and emerging issues such as climate change will pose additional challenges for community planning and development. Communities are increasingly taking the lead role in addressing these issues with the transition to full community government authority and autonomy.

Community government infrastructure costs continue to increase

As communities assume ownership of, and responsibility for, more capital assets, they must deal with the impacts of deferred maintenance and plan for renovation or replacement of essential infrastructure. Climate change poses requirements for new and potentially expensive solutions to development and maintenance of local roads and building foundations, and changing regulatory requirements may result in the need for new and extremely expensive systems for water and sewage treatment.

While some communities have the opportunity to raise own-source revenues through property taxation, the potential for such revenue is limited in most communities due to the size of the assessment base.

Community governments are challenged to recruit and retain the staff necessary to deliver municipal programs and services

In the NWT's overheated economy, there are many opportunities for residents, making it even more difficult for community governments to compete for competent staff. A recent survey conducted by the Local Government Administrators of the NWT demonstrated that many community governments are not offering competitive salary and benefits packages.

There is increasing pressure on the Government of the Northwest Territories to update and modernize the administration of Commissioner's Lands

There is an increase in commercial and industrial activity in many communities, and a need for tenured land to support the NWT Housing Corporation's programs, and for other residential development.

There is increasing pressure on MACA to take action against trespassers on Commissioner's Lands, and the Interim Enforcement Strategy approved in 2007 provides the basis for moving forward with this task.

Community governments and the Government of the Northwest Territories must ensure that emergency plans are up-to-date and effective

More attention has been focused on the need for effective and proactive emergency preparation and response in recent years, due in large part to the increase in natural disasters as a result of climate change.

There is an increasing awareness of the importance of healthy living

Physical activity is a key component in healthy living, and Ministers of Health and Ministers of Sport, Physical Activity and Recreation across Canada have set targets to increase physical activity among residents.

MACA's role must evolve to support Northwest Territories communities to remain sustainable, safe, healthy and vibrant

As community governments take on increasing authority and responsibility, MACA's role continues to evolve. The legislative and policy framework that guides community government activities and funding must continue to be flexible and responsive to community needs.

FISCAL POSITION AND BUDGET

Departmental Summary

	Proposed Main Estimates 2009-2010	Main Estimates 2008-2009	Revised Estimates 2007-2008	Main Estimates 2007-2008
		($000)		
OPERATIONS EXPENSE				
Directorate	4479	4683	4683	5164
Community Operations	3369	4457	3457	3491
School of Community Government	1916	1861	1861	1976
Lands Administration	2627	2980	2980	3318
Sport, Recreation and Youth	4971	2829	2504	3417
Regional Operations	68867	65631	65722	78118
TOTAL OPERATIONS EXPENSE	**86229**	**82441**	**81207**	**95484**
REVENUES	**7725**	**16023**	**3516**	**2125**

Operation Expense Summary

		Proposed Adjustments					
	Main Estimates 2008-09	Sunsets and Other Approved Adjustments	Reductions	Forced Growth	Strategic Initiatives	Internal Reallocation of Resources	Proposed Budget 2009-10
				($000)			
Directorate							
Departmental Management	**909**	0	(39)	0	138	0	**1008**
Other Grants and Contributions	**558**	0	0	0	0	0	**558**
Regional Management	**641**	0	(81)	0	135	0	**695**
Corporate Affairs	**604**	(138)	(32)	0	0	0	**434**
Policy and Planning	**603**	0	(26)	0	0	0	**577**
Financial Services	**860**	(75)	(86)	0	0	0	**699**
Information Systems	**508**	0		0	0	0	**508**
Total	**4683**	(213)	(264)	**0**	**273**	**0**	**4479**
Community Operations							
Program Management	**635**	0	(151)	0	0	0	**484**
Community Financial Services	**688**	0	(5)	0	0	0	**683**
Financial Policy	**253**	0	(31)	0	0	0	**222**
Community Governance	**241**	0	(1)	0	0	0	**240**
Infrastructure Planning and Support	**905**	(35)	(30)	0	0	0	**840**
Community Government Grants & Contributions	**735**	(485)	0	350	300	0	**900**
Total	**3457**	(520)	(218)	**350**	**300**	**0**	**3369**
School of Community Government							
Program Management	**419**		(19)	0	0	0	**400**
Training Programs	**1,442**	256	(182)	0		0	**1516**
Total	**1,861**	256	(201)	**0**	**0**	**0**	**1916**
Lands Administration							
Program Management	**737**	(122)	(26)	0	180	0	**769**
Planning & Assessment	**1,135**	0	(15)	0	0	0	**1120**
Lands Programs	**1108**	(189)	(181)	0	0	0	**738**

Total	**2980**	(311)	(222)	**0**	**180**	**0**	**2627**
Sport, Recreation and Youth							
Program Management	**385**	0	(19)	0	0	0	**366**
Sport & Recreation	**765**	0	(79)	0	1055	(100)	**1641**
Youth	**130**	0		0	215	250	**595**
Volunteer	**124**	0		0	100	0	**224**
Other Grants & Contributions	**1,100**	0	0	0	920	125	**2145**
Total	**2,504**	**0**	(98)	**0**	**2290**	**275**	**4971**
Regional Operations							
Program Management	**2,390**	0	(202)	0	0	0	**2188**
Community Government Grants & Contributions	**55131**		(1250)	6,444	0	0	**60325**
Other Grants & Contributions	**1,555**	0	(550)	0		(275)	**730**
Regional Delivery Services	**4,722**	(818)	(909)	0	417	0	**3412**
Amortization	**1,924**	288	0	0	0	0	**2212**
Total	**65722**	(530)	(2911)	**6,444**	**417**	**(275)0**	**68867**
TOTAL DEPARTMENT	**81207**	(1500)	(3,914)	**6,794**	**3,460**	**0**	**86229**

Revenue Summary

	Proposed Main Estimates 2009-2010	Main Estimates 2008-2009	Revised Estimates 2007-2008	Main Estimates 2007-2008
		($000)		
General Revenues				
Lottery Licences	75	75	75	75
Business Licences	30	30	30	30
Land Document Fees	10	10	10	10
Quarry Fees	20	20	20	20
Real Estate Agents and Salespersons	5	5	5	5
Vendor/Direct Seller Licences	5	5	5	5
Plan Review Fees	20	20	20	20
Registration Fees	75	75	75	75
Other	-			
	240	240	240	240
Other Recoveries				
Land Leases	700	700	903	903
Joint Emergency Preparedness	155	80	80	80
	855	780	983	983
Grants in Kind	-	-	-	-
Capital				
Deferred Capital Contributions	35	35	15	15
Municipal Rural Infrastructure Fund – Capacity Building and Administration	96	96	96	96
Municipal Rural Infrastructure Fund – Tax Based Communities	74	1,779	1,519	1,519
Municipal Rural Infrastructure Fund – Non – Taxed Based Communities		586	2,425	2,425
Building Canada Fund	6425	11837		
	6630	15083	4,055	4,055
TOTAL REVENUES	**6630**	**16023**	**5,278**	**5,278**

DIRECTORATE

Description

Departmental Management coordinates the development and the implementation of the Department's strategies with the senior management team and links the Department's activity to the goals of the Minister and Government. Regional Management oversees operations in the regional offices which are responsible for implementation of MACA programs and services.

Through its Corporate Affairs Division, the Department coordinates planning and reporting activities for the Department, provides expert financial, policy and information systems advice and manages many administrative services. In 2009-2010, MACA will continue work on several legislative initiatives and implementation of mechanisms to ensure effective planning and communication with key stakeholders. The Department will develop a departmental strategic plan to link departmental activities with GNWT objectives.

Major Program and Service Initiatives 2009/10

MACA will continue to coordinate several legislative initiatives and anticipates advancing Bills in 2009-2010 for the new *Community Planning and Development Act* which will replace the current *Planning Act;* the *Local Authorities Elections Act*; the *Senior Citizens and Disabled Persons Property Tax Relief Act* and the *Commissioner's Lands Act.*

The Department will continue to coordinate departmental work related to the ground ambulance and highway rescue initiative to help clarify service levels, responsibility for service delivery, and associated funding for a coordinated system of ground ambulance highway rescue services in the Northwest Territories (NWT).

The Department will continue implementation activities associated with the expansion of community government authority and accountability by developing a web-based community government resource centre to provide community government staff and councilors with a wide variety of "Toolkit" resources, including information on community governance, human resource planning, capital planning and maintenance management.

MACA anticipates completion of a review of the Disaster Assistance Policy to ensure the provisions in the Policy meet contemporary needs.

Four Year Business Plan Update

Results to Date

MACA has completed amendments to the Fire Prevention Regulations which now adopt the 2005 National Building Code of Canada, and 2005 National Fire Code of Canada. The Office of the Fire Marshal now accepts plans designed pursuant to these Codes.

MACA and Heath and Social Services (HSS) continued to work collaboratively to clarify service levels, responsibility for service delivery, and associated funding for a coordinated system of ground ambulance highway rescue services in the Northwest Territories (NWT). Over the past year, a draft work plan was developed to guide the work to develop options for the long-term legislative and funding frameworks.

Through the Office of the Fire Marshal, MACA has released the Community Fire Protection Handbook which serves to assist fire officials in making decisions to implement and improve fire services in their community. The Handbook contains fire prevention guidelines and practices as well as the relevant Territorial legislation, regulations and National Fire and Building Codes.

KEY ACTIVITY 1: COMMUNITY OPERATIONS

Description

Through its Community Operations Division, MACA coordinates many of the functions that support community governments. This includes consumer programs, financial advisory services, implementation of land claims and self government processes, advice and support on governance and local government elections issues, support for leveraging alternative sources of revenue, and technical advice and support regarding capital programs, works management and infrastructure.

In 2009-2010, MACA will shift focus in the areas of capital and works by enhancing support for community capital planning, infrastructure maintenance and drinking water quality and increasing support in the financial management and reporting responsibilities of community governments.

Major Program and Service Initiatives 2009/10

The Department continues to lead analytical work related to providing support and advice to community governments to fulfill their responsibilities. This work involves the following initiatives:

- Support communities with implementation of their responsibilities in the area of community infrastructure planning and operations including capital planning and project financing, project management, contracting, etc. through the provision of tools, advice/assistance, sharing of best practices, and information on private sector resources;
- Supporting the School of Community Government, and working with the Arctic Energy Alliance and the NWT Association of Communities to support communities in the development and implementation of their Integrated Community Sustainability Plans;
- Provision of advice and assistance on budget development, reporting requirements and public accountability including the adoption of Public Sector Accounting Board standards by March 2010;
- Conduct a review of the Operations and Maintenance Funding model to verify its suitability and adequacy in providing support to community governments; and
- Negotiate and implement federal infrastructure funding agreements related to the provision of community public infrastructure.

MACA also recognizes and supports communities in adaptation to climate change. Through research and information sharing, the Department strives to provide support and technical advice to communities on how to integrate climate change adaptation into their Integrated Community Sustainability Plans.

Four Year Business Plan Update

Results to Date

MACA established five pilot projects for capital project management. The following infrastructure pilot projects have been completed or are underway:

- Completion of Fort Liard community office complex, fire hall and garage project; Fort Good Hope Solid Waste project; and Fort McPherson community office complex.
- Fort Good Hope Office Complex and Dettah Office complex are under construction.

Integrated Community Sustainability Plans are a requirement of the Canada-Northwest Territories Gas Tax Agreement. A template was required to be completed by March 2007, and communities are required to complete their plans by March 2010. The template for the Integrated Community Sustainability Plans (ICSP) was submitted and approved by Canada. The ICSP contains four elements – a strategic plan, energy plan, capital investment plan and a human resources plan. Templates and supporting materials have been created for each element and communities are making progress on completing their plans.

MACA completed an update to the Debt Regulations and Authorized Lenders Regulations to offer additional borrowing options to communities. Assistance was provided to a number of communities to complete the borrowing process for infrastructure projects including the development and approval of borrowing bylaws.

A series of Regional Workshops were held on financial reporting which included information on compliance with the pending requirements for capital asset reporting as required by the Public Sector Accounting Board (PSAB). Under the Canada-Northwest Territories Gas Tax Agreement, the Northwest Territories agreed to ensure that all community governments were compliant with the new PSAB standards by March 2010. The Department is working with communities and piloting templates for updating their reporting in this area and new audit guidelines will be implemented for the 2009 reporting year.

Changes to Four Year Plan

A new federal infrastructure agreement, the Building Canada Plan, was signed in February 2008, and implementation of this new funding agreement will begin in 2008-2009. Under this agreement, a total of approximately $45.5 million will be available for Community Public Infrastructure initiatives over a seven year period ending in 2013-2014. The Department will play a key role in the implementation of this agreement and facilitating approval of community projects by the federal Minister.

MACA is requesting additional funding of $360,000 in 2009-2010 and $365,000 in each of 2010-2011 and 2011-2012, to continue work, first initiated in 2005-2006, on the Action Plan for Drinking Water Quality in the NWT. Effort will focus largely on support for the Circuit Rider Training Program; water and wastewater course development; assistance for water licensing; and water supply system upgrades/technical support.

Measures Reporting

Number of communities with unqualified/qualified/ denied audit opinions

A total of eight communities requested extensions to the audit deadline for 2007-2008. Financial statements were received by nineteen communities. Of the nineteen audits received, eighteen had unqualified audits and the other had a denied audit but the denial was not related to MACA funding/programs.

Number of communities with capital investment plans

Thirty two communities submitted Capital Investment Plans. A draft of the remaining community's capital plan has been completed and is pending Council approval.

Number of communities with asset management plans

During 2007-2008, MACA revised the job descriptions for regional capital and works staff to include an emphasis on preventative maintenance. MACA has developed a strategic framework for ensuring progress on the many functions within the capital/works management scope and departmental staff have initiated the implementation of this framework. It is expected that tracking of asset management plans will be initiated by the next reporting period.

Number of communities with integrated community sustainability plans

No communities have completed all elements of the Integrated Community Sustainability Plan. A survey by the NWT Association of Communities Sustainability Coordinator shows that:

- Nine communities have a current Strategic Plan;
- Four communities have a current Human Resources Plan;
- Six communities have a current Community Energy Plan; and
- Thirty-two communities have a current Capital Investment Plan.

Number of elections without irregularities

In 2007, eleven communities held elections without any significant difficulties. Two court actions occurred in tax based communities as a result of 2006 elections – one related to the education board elections and one related to the election of Council. The latter was resolved through the judicial process and a new election for Council members took place in 2007 without incident.

KEY ACTIVITY 2: SCHOOL OF COMMUNITY GOVERNMENT

Description

Through its School of Community Government, MACA supports community government capacity building by providing training, development opportunities and resources in broad areas of community government responsibilities including governance, management, infrastructure, fire protection, lands, public safety and community operations.

In 2009-2010, MACA will continue to focus effort on areas that best support community governments with implementation of activities related to the expansion of community government authority and accountability; responsibilities under various federal-territorial agreements; and those areas that are required to support health, safety and infrastructure.

Major Program and Service Initiatives 2009/10

Regional staff will engage in community capacity building initiatives and the development of training standards and certification, course development coordination and delivery, human resources assessments, student records, partnerships and support for strategic and human resource planning.

The Department will develop and coordinate training opportunities that reflect the priorities of community governments in areas such as infrastructure maintenance and management, water and waste management, fire protection, by-law enforcement, and lands administration.

Working collaboratively with the Northwest Territories Association of Communities and Arctic Energy Alliance, MACA will provide support to community governments in priority areas established through the Federal Gas Tax Agreement including strategic planning, human resource planning, energy planning, and capital investment.

Work will be completed with the Office of the Fire Marshall, Lakeland College and partners in the design, delivery and tracking of a practical and competency based approach to firefighter training, helping ensure safe communities.

Training plans for Emergency Management will be implemented to help ensure key personnel have the skills and knowledge to respond to community emergencies.

Four Year Business Plan Update

Results to Date

MACA completed distribution of the $35 million Community Capacity Building Fund to all 33 NWT communities to support community capacity building or the addition/improvement of community infrastructure.

Human Resource and Strategic Planning Tools were completed and are now being used by

community governments to support Integrated Community Sustainability Planning required under the Federal Gas Tax Agreement.

The Department developed and delivered a series of capital planning and finance workshops.

MACA received a designation for the position of Community Recreation Facility Operator from the Apprenticeship, Trades and Occupational Certification Board and community staff engaged in this training will now receive formal certification.

MACA completed a successful two year Northern research project 'Northern Governance and Capacity Building'. Implementation of the identified recommendations will continue and will ensure delivery of relevant and practical courses for community government staff.

The Department produced the video, 'Life Source', as an educational resource for community councils, staff, and the public, to raise awareness of the importance of clean water and the need to protect quality drinking water.

MACA participated with Indian and Northern Affairs Canada on an external review of the Department's Management and Finance Program. Results show that there is strong support for continued training by the Department and respondents encouraged a collaborative partnership between the two organizations to help build capacity.

Changes to Four Year Plan

The Department will commence implementation of a redesigned Recreation Leadership Training Program in 2009-2010.

Measures Reporting

Number and type of training programs delivered

Fifty courses were delivered by the Department in the priority areas of governance, land management, infrastructure maintenance, water and waste, public safety, fire protection and community operations.

Training success/completion rates/certification rates

Ninety-five percent of students successfully completed courses offered in 2007-2008. Forty-eight community government employees received certification.

Number of community government staff receiving training

Approximately 368 community government staff received training in 2007-2008. Ninety-five percent of the students that attended courses were satisfied with course instruction, course materials and course coordination.

Staff retention and recruitment levels

Due to the Department's inability to identify a reliable source of statistics for this measure, it has been eliminated.

Proportion of community government positions are occupied by certified staff, for those positions where certification is available

Eighty percent of community governments now have certified operators at the appropriate classification level for their water treatment plants which assists in providing safe drinking water.

KEY ACTIVITY 3: LANDS ADMINISTRATION

Description

Through its Land Administration Division, MACA administers Commissioner's Land, provides advice and assistance to community governments on land use and community planning, performs property assessments, undertakes environmental planning and regulatory review, and provides technical mapping and surveying services to community governments and the public.

In 2009-2010, the Department will continue its work to address trespass on Commissioner's Land through the Interim Trespass Enforcement Strategy. It will initiate a comprehensive review of the legislation and policy framework in place for administering Commissioner's Land, and start work to undertake a formal land use planning process in the Yellowknife Block Land Transfer Area.

The Department will also evaluate the effectiveness of the General Assessment in the General Taxation Area that is scheduled for completion by October 31, 2008, and make recommendations to improve the property assessment process. In addition, the Department will continue work started in 2008-2009 to update its aerial photography and mapping to increase the reliability of the data provided to the public through its ATLAS Geographic Information System.

Major Program and Service Initiatives 2009/10

MACA will develop an evaluation framework for the Interim Trespass Enforcement Strategy and evaluate the effectiveness of the Strategy.

The Department will initiate a land use planning exercise with stakeholders to resolve lease administration and land and environmental management issues in the greater Yellowknife Watershed Development Area for application throughout the NWT.

The Department will undertake an effort to monitor and participate in the Environmental Assessment of the Giant Mine Remediation Project currently under review by the Mackenzie Valley Environmental Impact Review Board.

The Department will initiate a review of the legislative, regulatory, and policy framework currently in place governing the administration and management of Commissioner's Land.

MACA will improve the profile of the need for communities to plan for the orderly development of their communities by encouraging and supporting communities in the development of community plans and zoning By-laws.

MACA will also continue progress on updating aerial photography and mapping of NWT communities.

The Department will continue to lead an initiative to assist community governments to formalize ownership of Community Public Infrastructure through securing land tenure.

The Department will evaluate the process used to conduct the 2008 General Property Assessment in the General Taxation Area of the NWT. The evaluation will help develop and implement a strategy for property assessment appeals resulting from the 2008 General Property Assessment and a phased-approach to conducting future General Property Assessments.

Four Year Business Plan Update

Results to Date

In 2007-2008, the Department implemented the Interim Trespass Enforcement Strategy; fostered a partnership with the Akaitcho Dene First Nations to share information about trespass in its asserted territory and continued to educate the public about trespass on Commissioner's Land through an advertising campaign.

The Department developed a proposal for the treatment of Commissioner's Land with respect to the transfer of the land related to the Déline Final Self-Government Agreement, in conjunction with the Department of Aboriginal Affairs and Intergovernmental Relations and the Department of Justice.

The Department completed aerial photography and Global Position System identification of trespassers in the Hay River and Fort Smith Block Land Transfer Areas, as well as updating aerial photography and mapping of six communities.

The Department completed the transfer and withdrawal of approximately 800 hectares of Commissioner's Land in the City of Yellowknife, in consultation with the City and the Yellowknives Dene First Nations.

Work is progressing towards the successful completion of the General Property Assessment in the General Taxation Area by October 31, 2008. The General Assessment re-values all assessable properties in 19 NWT communities and in the Hinterland (i.e. diamond mines and oil and gas installations).

Changes to Four Year Plan

It is expected that the Lands Administration Division will make a contribution to the overall development of a Land Use Framework for the NWT, as part of the 16th Legislative Assembly's Managing This Land strategic initiative.

Measures Reporting

Percentage change in additions to property assessment rolls; deletions to property assessment rolls; value of assessment

During 2007-2008 the Lands Administration Division recorded an increase on the Assessment Roll for the General Taxation Area and the Municipal Taxation Area communities of 146 parcels, for a total increase of $144,000,000 to the assessment base. During the same period, the City of Yellowknife increased the number of assessable properties on its Assessment Roll by 14 parcels, for a total increase to the City's assessment base of $75,000,000.

Percentage of communities without a community plan; with dated community plans; with current community plans

There are 27 communities in the NWT that have community plans and zoning By-laws. However, most of them are outdated. The Lands Administration Division worked with the City of Yellowknife and the Town of Norman Wells during 2007-2008 to revise their zoning By-laws.

Percentage of properties in database with current mapping; and surveyed

The Lands Administration Division has aerial photography and mapping that was created in 2001 for all communities in the NWT. In 2007-2008 the Division updated its air photography and mapping of all land within the municipal boundaries of Paulatuk, Tuktoyaktuk, Aklavik, Fort McPherson, Tsiigehtchic, Colville Lake, Fort Good Hope, Tulita, and Déline.

The Division surveyed five parcels in the Hamlet of Enterprise in support of the transfer of assets and land with expansion of community government authorities and accountability.

Number of lands administration applications received; applications in process; approvals provided (leases issued); rent reviews required/completed; surrendered

Reporting of the actual lease application and lease issuance activity is not available due to the ongoing work the Division is undertaking to finalize and implement its new land database. Overall, activity has increased from prior years, and is attributable to the contribution that the Division made to the implementation of the Affordable Housing Initiative. Conversion of leased parcels to full private ownership is also on the rise. During 2007-2008 a total of 68 parcels were converted from a leasehold interest to fee simple title.

Number of lots transferred

Conversion of leased parcels to full private ownership is on the rise. During 2007-2008, a total of 68 parcels were converted from a leasehold interest to fee simple title.

KEY ACTIVITY 4: SPORT, RECREATION, AND YOUTH

Description

Through its Sport Recreation and Youth Division, MACA provides advice and assistance concerning recreation, sport, physical activity, youth and volunteer programs and represents the GNWT in its partnership with the NWT Council of Sport and Recreation Partners and other stakeholders.

In 2009–2010, the Department will focus on increasing opportunities for youth leadership development through traditional and other program opportunities and will work with partner organizations to encourage residents to improve their health and wellbeing through sport, recreation and physical activity programming. Priority will also be placed on supporting the role that individual volunteers play in improving communities.

Major Program and Service Initiatives 2009/10

The Department will increase its support for proven and innovative youth leadership programs and develop a supplemental mentorship initiative that encourages graduates of these programs to acts as role models for younger participants.

MACA will work with other departments to support the Northwest Territories' participation in the 2010 Vancouver Winter Olympic and Paralympic Games.

In cooperation with its partners, the Department will enhance its physical activity promotional efforts, particularly for target populations that are at risk.

MACA will continue to support the increasing role of the NWT Council of Sport and Recreation Partners in managing non-government activities in the sector by supporting the development of a sport and recreation system Strategic Plan and Evaluation Framework to guide the development and implementation of programs and services.

Volunteer promotional initiatives and support for community level volunteers will also be enhanced.

Four Year Business Plan Update

Results to Date

The Department successfully implemented sport and physical activity promotional programs to encourage more residents to achieve the related health benefits. Such successes include the delivery of the Get Active NWT program as part of the Healthy Choices Framework, and engagement of the majority of communities in some form of physical activity programming.

MACA continues to advance youth priorities and leadership development through the delivery of the Youth Corps and Youth Contributions Programs. These programs have been successful in creating learning opportunities for youth in a variety of ways that include both traditional and non-traditional learning environments.

Changes to Four Year Plan

Recently introduced through strategic planning initiatives the Department is now responsible to identify and coordinate Youth and traditional Aboriginal sport opportunities centered on the Vancouver 2010 Winter Olympic and Paralympic Games. Such opportunities may include youth leadership development programs and unique northern activities. Follow up activities will include participant mentorship initiatives that encourage youth to become role models and set the stage for a continuing cycle of leadership development opportunities for NWT youth.

Measures Reporting

Rates of physical activity

The first ever physical activity rates for NWT children and youth were reported in 2008. Stable baseline measures are still under development but initial indications show that an estimated 6 to 8 out of every 10 NWT youth are not physically active enough to gain a health benefit.

Physical activity rates for adults have been tracked in the north (Yukon and NWT) for 2000, 2003 and 2005 with new data expected in 2009. Fifty percent of NWT adults are not physically active enough to achieve a health benefit.

Rates of volunteerism

Volunteer participation rates were measured in 1999 and 2004. Fifty-three percent of NWT residents volunteer on a regular basis.

The Department is in the process of identifying achievable measures to determine the effectiveness of Youth programming.

Key Activity 5: REGIONAL OPERATIONS

Description

Regional Offices are responsible for the coordination and delivery of many of the Department's programs and services to community governments.

Regional staff are the point of contact for community governments and provide advice and support to communities and other stakeholders on a range of issues. They advise community governments on governance, administration, capacity building, budgeting, financial reporting and other activities to support the use of sound management and financial practices. They also support communities in the development of community capital infrastructure planning, project management and the operation and maintenance of community infrastructure and equipment. They also support healthy active communities, recreation, youth activities and volunteerism.

Assistant Fire Marshals participate in fire training activities, local inspections and investigations.

Regional lands staff assist community governments with community land administration and planning activities and administer leases for Commissioner's Lands.

Major Program and Service Initiatives 2009/10

Regional staff are the front-line service delivery mechanism for all MACA's programs and services, and play an integral role in ensuring community governments receive support, information and advice in all areas of departmental activity. Regional offices are the first point of contact and play an important role in emergency response and preparedness at the community level.

Since regional offices deliver all departmental programs and services, there are no separate measures for regional operations.

STRATEGIC INITIATIVE: BUILDING OUR FUTURE

Action: Encourage Healthy Choices and Address Addictions

Description

MACA along with the Departments of Health and Social Services and Education Culture and Employment is continuing implementation of the existing Healthy Choices Framework, and gradual enhancement of activities, as a cost effective investment in improving the health of Northwest Territories (NWT) residents, and to reduce long-term health and social service costs.

Activity to Date

The GNWT Healthy Choices Framework and Action Plan has identified the following key health and wellness areas of emphasis: reducing high-risk sexual behaviors, tobacco harm reduction and cessation, prevention of addictions and injuries, and the promotion of physical activity, healthy eating and mental health.

Existing Framework projects include territory wide multi-media campaigns targeted at tobacco reduction (Don't be a Butthead) and physical activity (Get Active NWT) along with pilot interventions such as the 'Healthy Foods North' pilot project in three Beaufort Delta communities.

During 2008-2009, MACA is providing funding to implement the Get Active NWT social marketing campaign and is supporting the Healthy Foods North initiative in the Beaufort-Delta region that is being lead by HSS.

Planned Activities - 2009/10

MACA currently supports a wide range of healthy choices initiatives through their responsibilities with the sport, recreation, volunteer and youth mandates. Effort in 2009-2010 will focus on expansion of the Get Active social marketing campaign that will include support for local delivery of programming by community governments and interest groups.

Planned Activities – 2010/11 and 2011/12

Future effort will involve support for coordinated school/community/health center physical activity projects; implementation of a community champions program; and implementation of targeted physical activity projects for high risk populations.

STRATEGIC INITIATIVE: BUILDING OUR FUTURE
Action: Expand Programming for Children and Youth

Description

MACA supports the operation of community youth centres by providing a stable source and level of resources to recruit and train staff, and to operate a basic level of service for these facilities.

MACA will also undertake a range of activities for the benefit of youth in the NWT and for new programming to permit the GNWT to respond positively to innovative pilot initiatives that are brought forward by communities and youth groups.

Activity to Date

Youth Centres

MACA currently provides funding of $250,000 to support the operation of community youth centres. In 2008-2009, the Department expects that there will be 30 community centres offering youth programming. The current budget will allow the Department to provide each with a contribution of $8,333.00. Most youth centres operate on an unstable base of grant funding from various organizations. From this, they must pay for staff and utilities before programming even starts.

Youth Programs

MACA delivers and supports a variety of programs targeted to youth. These programs include: Take a Kid Trapping; Youth Ambassadors Program; Northern Youth Abroad; Youth Forums; Wilderness Education Programs; and National Aboriginal Achievement Awards. In 2007-2008, these programs were funded from within the existing Youth Corps Program budget.

Planned Activities - 2009/10

Youth Centres

Additional funding in 2009-2010 will result in increased financial resources being provided to the projected 30 community centres, thus assisting these centres to stabilize base funding and provide enhanced youth programming.

Youth Programs

Most of the pilot initiatives delivered through the NWT Youth Corps have been extremely well received by communities and youth, and the Department is recommending that the most successful of these pilots be provided with ongoing, stable funding. MACA is also recommending that funding be provided for new programming to permit the GNWT to respond positively to innovative pilot initiatives that are brought forward by communities and youth groups.

Planned Activities – 2010/11 and 2011/12

Youth Centres

MACA will continue to expand funding for community youth centres to improve stability of core funding.

Youth Programs

MACA will continue to review existing NWT Youth Corps programs, and change focus if necessary, to ensure that youth programming remains relevant and appropriate.

STRATEGIC INITIATIVE: BUILDING OUR FUTURE
Action: Enhance Support for the Voluntary Sector

Description

MACA is implementing a volunteer development strategy to enhance support to the volunteer sector.

Activity to Date

In 2005, the GNWT recognized the important role that volunteers play in developing northern society by announcing the GNWT Volunteer Declaration and Volunteer Support Initiative. The associated action plan outlined the steps that the GNWT would take to promote and support volunteerism in the NWT. Although no new resources were identified to support the initiative, modest success was achieved in improved volunteer recognition programs and several youth volunteer development initiatives.

Planned Activities - 2009/10

During the winter of 2009, MACA will be hosting a volunteer forum to collect input on advice on how best to support the role volunteers play in improving human resource capacity in NWT communities. The results of forum will be utilized to develop an updated "2009-2012 GNWT Volunteer Support Initiative".

Planned Activities – 2010/11 and 2011/12

The "2009-2012 GNWT Volunteer Support Initiative" will include detailed actions to improve training opportunities for volunteers, promote the social and health benefits of volunteering, and engage NWT youth as new volunteers and support the development of resources to complement these activities.

STRATEGIC INITIATIVE: BUILDING OUR FUTURE
Action: Increase Safety and Security

Description

MACA and HSS are working to explore options related to a funding and legislative framework where the GNWT will legislate and deliver ground ambulance and highway rescue services. This is short-term work, and includes data collection and establishing monitoring mechanisms to determine uses and costs of current service delivery. This information will be used to create a foundation for longer-term informed Policy choice.

Activity to Date

In 2006-2007, MACA and HSS conducted a review of ground ambulance and highway rescue services in the NWT. The departments generally accepted the recommendation that the GNWT will in the long-term legislate and deliver ground ambulance and highway rescue services. Until such a framework is in place, MACA and HSS are moving forward with data collection and the establishment of monitoring mechanisms to use to determine uses and costs of the current service delivery.

In 2007-2008, the MACA and HSS developed an application-based funding program to guide the allocation of funding to eligible community governments to assist with the provision of training, equipment or capital upgrades for ambulance and/or highway rescue services. In 2008-2009, the departments again supported the same activities.

In June 2008, MACA and HSS invited communities to submit names to sit on an Oversight Advisory Committee to guide future work.

Planned Activities - 2009/10

In 2009-2010, MACA and HSS will continue to support communities, consistent with the parameters of the program established in 2007-2008.

Planned Activities – 2010/11 and 2011/12

MACA and HSS have developed a joint work plan which is focused on the following high-level work areas:

- data collection;
- governance framework;
- legislative framework;
- operational framework;
- funding framework;
- transition planning; and
- communications.

STRATEGIC INITIATIVE: MANAGING THIS LAND
Action: Continuing to Develop Governance

Description

MACA requires human resources to continue to address the significant policy and administrative gaps, breaches and inadequate service levels that are inherent in administration of Commissioners Lands. While progress has been made, it is necessary to maintain current staff levels in order to ensure that the backlog of file breaches, lack of enforcement and policy inconsistencies can be addressed. As well, it is particularly important for the GNWT to address these longstanding land administration issues in order to demonstrate capacity and competence in managing lands and resources in anticipation of devolution.

Activity to Date

Since 2006-2007, regional positions have worked to address outstanding lands administration issues across the NWT, and to develop and implement new policy and program framework to ensure the administration of Commissioner's Land is undertaken in a diligent, comprehensive, and responsible manner. Recent public attention to the trespass issue, and the increase in specific lands issues being raised by communities and other stakeholders, indicate that the public is no longer willing to accept an inadequate level of service in this area.

Planned Activities - 2009/10

The land administration function performed by MACA is facing an increased demand for services related to specific lots across the NWT, while at the same time, addressing new and complex land management challenges (e.g., challenging trespass and meeting requirements set out in IMAs). At the regional level, the focus will be on meeting service needs from the public as well as on correcting file breaches and ensuring lands programs and policies are consistently implemented, stabilized and sustained. At the Headquarters level, staff will continue to work on addressing complex policy issues.

Planned Activities – 2010/11 and 2011/12

MACA must ensure that service delivery to the public is stabilized, and that strategies that are in the early or mid stages of implementation are continued on a number of land-related initiatives, including the following:

- Continuing with the strategic direction of the Lands Administration Division to transfer Commissioner's Land to community governments;
- Keeping pace with service demands from the public;
- Providing the required resources to diligently inspect and enforce the terms and conditions of leases issued by MACA;
- Enforcing the provisions of the Interim Trespass Enforcement Strategy ;
- Demonstrating to the public a commitment to environmental stewardship; and
- Ongoing policy and program development support to deal with issues related to the environmental reclamation of contaminated mine sites.

STRATEGIC INITIATIVE: MANAGING THIS LAND
Action: Protect Territorial Water

Description

MACA, as part of the Departmental Drinking Water Management Committee, will continue to participate in the coordination of management and administration of drinking water issues in the NWT.

Activity to Date

In 2003, the Committee released the draft Framework and Strategy for Managing Drinking Water in the NWT for public comment. The final document, *Managing Drinking Water Quality in the Northwest Territories: A Preventative Framework and Strategy* is the foundational document to focus initiatives to protect public water supply, and outlines guiding principles and best practices for safe drinking water management, and the role of agencies involved in providing safe drinking water.

A related Action Plan was developed to highlight progress on actions previously defined, and ongoing actions into 2012. Some of the successes funded under the Action Plan to date include:

- Basin-wide and community based watershed maps were made available on the internet;
- Emergency response plan templates for water treatment plants were developed;
- Eight (8) communities requested and received funding for water licence applications;
- Online chlorine and turbidity meters with remote monitoring capability were purchased and installed in Fort McPherson;
- An NWT Wide Circuit Rider Program was implemented;
- Additional water and waste courses were developed;
- Life Source – Ensuring Safe Drinking Water in the NWT Video was released; and
- 2006 Drinking Water Quality Report was released.

Planned Activities - 2009/10

In 2009-2010, MACA plans to undertake the following activities to support capacity building for water treatment plant operations:

- Circuit Rider Training Program;
- Water and Wastewater Course Development;
- Increased Community O&M Funding – Water Licence Funding; and
- Water Supply System Upgrades/Technical Support.

Planned Activities – 2010/11 and 2011/12

In order to build on current initiatives and promote further partnership actions to ensure safe drinking water, the following priority areas have emerged that require multi-departmental attention over the next four years:

- Source water protection;
- Training and support for water treatment plant operations; and
- Public education and engagement.

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES
Action: Maximize Benefits from Resource Development

Description

MACA will assist community governments with preparing and implementing strategies to maximize benefits and minimize or mitigate negative impacts from resource development and address pressures on government programs and services associated with impacts of the proposed Mackenzie Gas Project.

MACA will utilize additional resources to address three types of potential impacts:

1. Non-elective mandatory workloads associated with statutory obligations related to regulatory processes, health and safety demands and contractual obligations;
2. Workload and obligations relating to internal and external coordination, planning and strategic projects; and
3. Investments required addressing increased government program and service demands related to the MGP.

Activity to Date

In 2005-2006 MACA provide over $1.2 million dollars to communities to prepare for hearings, negotiate with Mackenzie Gas Project, and undertake planning for the pipeline project. Four term employees were funded to assist with this work. In 2006-2007, $125,000 was made available for community governments to undertake pipeline related research and planning.

Planned Activities - 2009/10

The MGP is expected to result in an increase in reviews of fuel storage and building plans for National Fire Code and National Building Code compliance. Project related demands would increase the administrative and operational burden associated with issuance of code compliance plan reviews (prior to procurement), inspection reports for facilities (during facility construction) and issuance of occupancy load certificates (at construction completion). There is also anticipated to be increased volume of water licenses, land use permits, and other land instruments. The project will also require the issuance of an estimated 7,000 authorizations for the construction of the MGP. MACA has a regulatory responsibility for the issuance or review of the majority of these licenses, permits and land use authorizations.

In response, MACA will utilize the following additional resources to ensure the interests of stakeholders are addressed and the GNWT's regulatory obligations are met:

- Office of Fire Marshall Reviewer (OFM) to review MGP's fuel storage and building plans for National Fire Code and National Building Code compliance; and
- Regulatory Specialist to undertake administrative work related to the reviewing and processing of applications.

- Resource Development Impact Coordinator position to continue managing and coordinating pipeline readiness activities in the Department, with other departments and governments, and with community governments.

Planned Activities – 2010/11 and 2011/12

Planned activities under this initiative are tied to certain milestones associated with the Mackenzie Gas Project. A change in the Project schedule could have impacts of timing and requirements for planned activities. At this time, the Department anticipates an ongoing need for the above mentioned resources to the end of 2011/2012.

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES
Action: Promote the NWT as a Place to Visit and Live

Description

MACA, in collaboration with other GNWT Departments will undertake activities aimed at promoting the NWT at the 2010 Winter Olympic and Paralympic Games (2010 Olympics). The 2010 Olympics are scheduled for February 12 to 28, 2010 and the Paralympics are scheduled for March 12 to 21, 2010.

Activity to Date

The Vancouver Organizing Committee for the 2010 Olympics (VANOC) and the three territories signed a Memorandum of Understanding (MOU) in Whitehorse at the 2007 Canada Winter Games (CWG). The MOU is on exploring opportunities for cooperation leading up to and during the 2010 Olympics. The MOU outlines eight areas of potential cooperation, including an opportunity for northern athletes to demonstrate traditional Dene and Inuit Games at the 2010 Olympics; the development of a volunteer program for youth; and opportunities for territorial artists and performers to showcase their skills.

An inter-departmental Deputy Ministers' Committee is coordinating GNWT involvement at the 2010 Olympics. The GNWT is also participating in related intergovernmental working groups; Education, Culture and Employment is in a Federal/Provincial/Territorial working group on Cultural Opportunities, and a working group from the three territories and VANOC is developing specific agreements for projects falling from the MOU.

Planned Activities - 2009/10

MACA will organize a variety of sport and volunteer activities including:

Torch Relays (carriers)
The Olympic Winter Games relay will travel through each territory for a 2-3 day period in November 2009, including each capital city. The Paralympic Winter Games Relay will be held in March 2010, and will also include each territorial capital city. Under the 'Contributing Province/Territory Rights and Benefit Program' the GNWT will be able to choose a select number of torch relay carriers.

Inuit and Dene Games Demonstrations
VANOC is interested in Dene and Inuit Games demonstrations events to be held during the Cultural Olympiad and/or under the Four Host First Nations (FHFN) programming at the 2010 Olympics. This will be a Pan Territorial project.

Youth Ambassador Program
Modeled on the successful Youth Ambassadors Program that was part of the 2007 CWG, a similar program is envisioned for the 2010 Olympics. Representative youth (target of one per NWT community) will assist VANOC as volunteers and act as NWT ambassadors.

Skilled Sports Volunteers

To supporting sport development in the NWT, the GNWT will support the participation of territorial sport volunteers as skilled sport volunteers.

Planned Activities – 2010/11 and 2011/12

MACA will continue to build on the success of the activities undertaken during the 2010 Olympics by furthering the promotion of traditional games and continuing to develop leadership skills for both sport and volunteer leaders.

INFRASTRUCTURE INVESTMENTS

Activity to Date

The Department has completed the following projects that are on its capital plan:

- Fort Smith MRIF project;
- Yellowknife Corrugated Metal Pipe Replacement;
- Innovation Fund projects (tax-based);
- Gym Replacement in Gameti; and
- Water Supply in Colville Lake.

Planned Activities - 2009/10

2009-2010 will mark the third year of capital formula funding to community governments and the GNWT will provide a stable funding base of $28 million for this purpose.

The Department will complete the following infrastructure projects in 2009-2010:

- Bundled Water Treatment Plant projects in Aklavik, Behchoko, Déline, Tuktoyaktuk, and Ulukhaktok;
- Water/Sewer Main Replacement in Behchoko; and
- Gym project in Nahanni Butte.

Planned Activities – 2010/11 and 2011/12

Capital formula funding of $28 million is included in each fiscal year of the Department's four year business plan. This funding is provided to communities, for use to construct CPI identified by the community as a priority. MACA will continue to provide advice, support and assistance as communities adjust to their expanded authorities and accountability.

LEGISLATIVE INITIATIVES

Activity to Date

Planning Act

The Department has prepared and distributed the discussion paper "Community Planning, Community Decisions: Options for Changing the *NWT Planning Act*" and has received comments from community governments, residents and other stakeholders. Based on information received during the consultation process, MACA is now moving forward with legislative changes. During the consultation process it became clear that a complete overhaul of the *Act* is required. MACA, therefore, is looking to revoke the existing *Planning Act* and replace it with new legislation called the *Community Planning and Development Act*.

Senior Citizens and Disabled Persons Property Tax Relief Act

MACA conducted a thorough review of the *Act* and has consulted with interested stakeholders, including tax-based community governments, relevant GNWT departments, the NWT Seniors' Society, the NWT Council of Persons with Disabilities, the Northwest Territories Association of Communities and the Local Government Administrators of the Northwest Territories on proposed legislative changes to the *Act*.

Local Authorities Election Act

An internal working group has been established that consists of representatives from the Northwest Territories Association of Communities and the Local Government Administrators of the Northwest Territories. The Group has completed extensive research on legislation in other jurisdictions that has helped with an examination of our own legislation and identification of potential amendments to the *Act*. The Group is now working to determine issues that are appropriate to include in a discussion paper that will be used to consult with stakeholders. MACA anticipates that the discussion paper will be released to the public in November 2008.

Commissioner's Land Act

Several legal developments have occurred over the past few years, resulting in the need for timely amendments to the *Commissioner's Land Act*. In response, a legislative proposal has been submitted, to undertake four discrete amendments of the *Act*.

Planned Activities - 2009/10

It is anticipated that a draft bill for the ***Community Planning and Development Act*** will be ready for introduction in the late spring/early summer of 2009.

Senior Citizens and Disabled Persons Property Tax Relief Act - Final internal analysis is anticipated to be finalized by December 2008, after which time MACA will finalize its draft legislative proposal.

Commissioner's Land Act - MACA anticipates introducing a draft bill in the spring or early summer of 2009.

Local Authorities Elections Act – The Department anticipates a report on consultation results and submission of legislative proposal in spring of 2009.

Cost of Credit Disclosure – MACA anticipates submitting a legislative proposal for new legislation during winter 2009.

Planned Activities – 2010/11 and 2011/12

The Department plans to review the enforcement provisions of the *Fire Prevention Act* in early 2010, with submission of a legislative proposal in winter 2010.

HUMAN RESOURCE OVERVIEW

All Employees

	2008	%	2007	%	2006	%
Total	135	100	138	100	126	100
Indigenous Employees	81	60	82	59	68	54
Aboriginal	44	33	46	33	38	30
Non-Aboriginal	37	27	36	26	30	24
Non-Indigenous Employees	54	40	56	41	58	46

Note: Information as of March 31 each year.

Senior Management Employees

	2008	%	2007	%	2006	%
Total	16	100	16	100	16	100
Indigenous Employees	8	50	9	56	8	50
Aboriginal	4	25	5	31	5	31
Non-Aboriginal	4	25	4	25	3	19
Non-Indigenous Employees	8	50	7	44	8	50
Male	10	63	10	63	10	63
Female	16	37	6	37	6	37

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2008	%	2007	%	2006	%
Total	32	100	31	100	24	100
Female	5	16	6	19	2	8
Male	27	84	25	81	22	92

Note: Information as of March 31 each year.

Employees with Disabilities

	2008	%	2007	%	2006	%
Total	135	100	138	100	126	100
Employees with disabilities	-	-	-	-	-	-
Other	135	100	138	100	126	100

Note: Information as of March 31 each year.

Position Reconciliation

This information differs from the employee information on the preceding page. Employee information reflects actual employees on March 31 of each year, and the information presented below reflects position expenditures approved through the budget process for each fiscal year.

Active Positions

Summary:

	2008-09 Main Estimates	Change	2009-10 Business Plan
Total	115	(3)	112
Indeterminate full-time	114	(2)	112
Indeterminate part-time	1	(1)	0
Seasonal	0	0	0

Adjustments approved through Business Planning Process

Position	Community	Region	Add/Deleted	Explanation
Aboriginal Self-Government Advisor	Yellowknife	HQ	Deleted	Sunset term position
Senior Policy Advisor, Claims and Self Government	Yellowknife	HQ	Deleted	Sunset term position
Aboriginal Self-Government Advisor	Inuvik	Beaufort Delta	Deleted	Sunset term position
Lands Policy Analyst	Yellowknife	HQ	Deleted	Sunset term position
Data Entry Clerk	Yellowknife	HQ	Deleted	Sunset term position
Lands Officer	Fort Simpson	Deh Cho	Deleted	Sunset term position
Community Capacity Building Fund Analyst	Yellowknife	HQ	Deleted	Sunset term part-time position
Resource Development Impact Advisor	Norman Wells	Sahtu	Deleted	Sunset term position
Resource Development Impact Advisor	Fort Smith	South Slave	Deleted	Sunset term position
MGP Coordinator, Planning/Special Projects	Yellowknife	HQ	Added	Strategic Initiative term position
MGP Plan Review	Yellowknife	HQ	Added	Strategic Initiative

				term position
MGP Regulatory Review	Yellowknife	HQ	Added	Strategic Initiative term position
Senior Researcher (Recreation Leaders Program)	Yellowknife	HQ	Added	Strategic Initiative indeterminate position
Youth Position	Inuvik	Beaufort Delta	Added	New indeterminate position approved during Committee of the Whole Review of MACA's 2008-2009 Main Estimates
Youth Position	Fort Simpson	Deh Cho	Added	New indeterminate position approved during Committee of the Whole Review of MACA's 2008-2009 Main Estimates
Total Approved			**(3)**	

Adjustments approved through Target reductions

Position	Community	Region	Add/Deleted	Explanation
N/A	N/A	N/A	-	
Total Reductions			-	

Other Positions

	2008-09 Main Estimates	Change	2009-10 Business Plan
Total	13	(3)	10
Indeterminate full-time	13	(3)	10
Indeterminate part-time	-	-	-
Seasonal	-	-	-

MACA is not projecting to add any new positions, funded through internal reallocation of existing appropriations, in 2009-2010

Other Human Resource Information

One of the stated priorities of the Legislative Assembly is to "improve human resource management within the GNWT through training, career planning, and encouraging innovation by employees." To address this priority, the Department of Human Resources is leading the development of a Corporate Human Resource Strategy for the Northwest Territories Public Service. The completion of this overall strategy will provide a framework for the development of departmental human resource plans and initiatives, including the development of succession plans and affirmative action plans. This work will be undertaken during the 2009-2010 fiscal year and will ensure a consistent and coordinated approach across government, providing equitable opportunities for all staff.

Human Resource Activities

The following information provides an overview of MACA's human resource activities during the year such as transfer assignments, interns and summer students, including affirmative action status.

Summer Students									
MACA	Total Students	% Indigenous Employees		Indigenous Aboriginal		Indigenous Non-Aboriginal		Non-Indigenous	
	#	#	%	#	%	#	%	#	%
	12	12	100	2	17	10	83		0

Interns								
Total Interns	% Indigenous Employees		Indigenous Aboriginal		Indigenous Non-Aboriginal		Non-Indigenous	
#	#	%	#	%	#	%	#	%
2	2	100	1	50	1	50	0	0

Transfer Assignments								
Total employees on Transfer Assignments	% Indigenous Employees (Aboriginal + Non-Aboriginal)		Indigenous Aboriginal		Indigenous Non-Aboriginal		Non-Indigenous	
#	#	%	#	%	#	%	#	%
15	8	53	5	33	3	20	7	47

Activities Associated with Staff Training & Development

N/A

INFORMATION SYSTEMS AND MANAGEMENT OVERVIEW

Overview

MACA maintains an effective, efficient and economical information systems environment that supports the Department's efforts to carry out its mandated responsibilities. This includes ongoing identification of the Department's information systems needs and development of plans to meet those needs; the ongoing maintenance of Department systems; and support for Department staff, and the development and maintenance of information management systems designed to support effective decision-making and program delivery.

The following is a listing of MACA's existing information systems.

- *Capital Projects Database* – provides data storage and retrieval for information on the Department's capital projects.
- *FDM System* – provides data storage and retrieval for information on all fires in the Northwest Territories.
- *ETEAM*-NWT Emergency Management System - this Operations Centre provides a base of operations for GNWT emergency operations to respond to emergencies or to support communities in responding to emergencies.
- *CAMAlot* - generates assessment rolls for the purposes of property taxation.
- *Lands Database* – provides data storage and retrieval for information on the Department's inventory of leased Commissioner's land and lease revenues.
- *Administration of Territorial Lands Act System (ATLAS) GIS.* This database assists in maintaining an inventory of Commissioner's and other types of land within the NWT.

Planned Activities - 2009-10

The Department does not have any new information systems projects planned in 2009-2010.

Planned Activities – 2010/11 and 2011/12

The Department does not have any new information systems projects planned for 2010-2011 or 2011-2012.